[redacted]

[redacted]

[redacted]

SURVEY RESULTS

[redacted]

[redacted]

TABLE OF CONTENTS

ITEM	PAGE
PREFACE	1
EXECUTIVE SUMMARY	2
INTRODUCTION	7
METHODOLOGY	8
Objectives	8
Population	8
Questionnaire	8
Response Rate	8
BACKGROUND INFORMATION	9
Sex	9
Age	9
Education	10
Location	11
PRE-APPRENTICESHIP TRAINING	13
Pre-apprenticeship Enrollment	15
APPRENTICESHIP TRAINING	18
In-School Training	19
On-The-Job Training	22
FINAL EXAMINATION FOR CERTIFICATE OF QUALIFICATION	24
ACTIVITY SINCE RECEIVING CERTIFICATE OF QUALIFICATION	25
PRESENT EMPLOYMENT STATUS	27
Employment	27
OCCUPATION	27
INDUSTRY	29
JOB TENURE	31

TABLE OF CONTENTS CONTINUED

ITEM	PAGE
JOB STATUS	34
UNEMPLOYMENT	34
FUTURE PLANS	35
COMMENTS	35
TRAINING IMPLICATIONS	36
CONCLUSION	38
APPENDIX I: QUESTIONNAIRE	39

LIST OF TABLES

TABLE		PAGE
1	NUMBER OF JOURNEYMEN BY AGE AT THE TIME OF THE SURVEY..	9
2	HIGHEST LEVEL OF EDUCATION COMPLETED BY JOURNEYMEN.....	10
3	LOCATION OF JOURNEYMEN.....	12
4	RESPONSES TO QUESTIONS ON PRE-APPRENTICESHIP COURSE....	14
5	AMOUNT OF TIME ELAPSED BETWEEN LEAVING THE SCHOOL SYSTEM AND ENROLLING IN THE PRE-APPRENTICESHIP COURSE..	16
5	JOURNEYMEN'S PERCEPTION OF THE IN-SCHOOL TRAINING.....	20
7	JOURNEYMEN'S PERCEPTION OF THE ON-THE-JOB TRAINING.....	23
8	AVERAGE NUMBER OF MONTHS OF EMPLOYMENT DURING THE PAST FIVE YEARS.....	26
9	OCCUPATION OF EMPLOYED JOURNEYMEN.....	28
10	INDUSTRY OF EMPLOYED JOURNEYMEN.....	30
11	JOB TENURE OF JOURNEYMEN COMPARED TO ESTIMATES FROM THE 1981 PEI EMPLOYERS SURVEY.....	33

PREFACE

During the summer of 1984, a Journeymen Follow-up Survey was conducted by the Research and Analytical Services Section, PEI Department of Industry and the Apprenticeship Branch of the PEI Department of Fisheries and Labour. As a result of a reorganization, the Apprenticeship Branch is now located with the PEI Department of Industry and is referred to as the Apprenticeship and Industrial Training Section.

The report was prepared by the Research and Analytical Services Section of the PEI Department of Industry and approved by the Apprenticeship and Industrial Training Section.

EXECUTIVE SUMMARY

The following report is based on the results of the 1984 Journeymen Follow-up Survey conducted by the Prince Edward Island Department of Industry in the summer of 1984. The data provides information on those Journeymen who received their certificate of qualification in 1980. The list of Journeymen was obtained from the files of the PEI Department of Fisheries and Labour; questionnaires were mailed out to 147 tradespersons.

- Approximately 67 percent of the Journeymen who received their certificate of qualification returned their questionnaire
- 98 percent of the journeymen were male
- Females who responded to the questionnaire were trained in the cooking trade
- At the time of the survey, the average age of journeymen was 34, and the majority of journeymen (67%) were between 25-34 years of age
- 70 percent of the journeymen had more than Grade 10, the education required to enter the Provincial apprenticeship program
- When comparing the 1983 and 1984 Journeymen Follow-up Surveys, it appears journeymen are becoming more educated; as 56 percent of the respondents in the 1984 survey had at least a high school education while the 1983 survey reported 52 percent with at least a Grade

12 education

- The survey reported no movement of journeymen outside the Province, nevertheless some intraprovincial movement did take place
- 58 percent of the respondents had taken a pre-apprenticeship course, with the majority indicating the course was helpful. Nevertheless, some concern was expressed that the amount of time spent in practical applications was not adequate
- The majority (54%) had taken their pre-apprenticeship course within one year of leaving the school system. However, 11% had been out of school 10 years or more before enrolling in the pre-apprenticeship course.
- After completing the pre-apprenticeship course, 85% found employment in the trade within six months
- 61 percent of the journeymen completed the Apprenticeship Program administered by the Apprenticeship and Industrial Training Section.
- The majority of journeymen who took the Apprenticeship Program found the in-school training to be adequate. 41 percent of the journeymen recommended the amount of shop time needed to be increased. As well some journeymen reported the quality (25%) and the quantity (28%) of equipment used for in-school-training was not adequate
- Over 80 percent of the journeymen stated the variety

of work (83%), the quality of instruction provided by the foreman (84%), the length of apprenticeship term (96%) and the overall on-the-job training (85%) was adequate. However, 27 percent felt the on-the-job training wages were not adequate

- 86 percent of the journeymen reported the final examination covered all important aspects of the trade
- When commenting on the final examination, journeymen suggested the exam should be updated and revised by
  (1) checking the wording of the questions
  (2) including more Prince Edward Island work related questions and
  (3) checking questions for more than one correct answer
- Journeymen were employed on average 10.1 months per year during the past five years, with 53 percent working all year
- Approximately 11% of the journeymen were unemployed
- 28 percent of the journeymen who were employed, were self-employed
- The majority of the journeymen who were employed were carpenters (26%), motor vehicle mechanics (23%) and construction electricians (14%)
- The majority of journeymen who were employed indicated they were employed in a job either directly or

indirectly related to their trade

- Journeymen were employed in various industries; construction (47%), motor vehicle repair and related (21%) Provincial and Federal Government (11%) and manufacturing industries (6%)
- 42 percent of the journeymen were employed with the same employer with whom they had completed their apprenticeship training four years earlier
- 61 percent of the employed journeymen had been in their jobs four years or longer
- Approximately three out of every four (74%) employed journeymen were in a permanent year-round job
- The average length of unemployment was six months
- The majority of those who were unemployed preferred to remain in the Province, as they chose to look for work on Prince Edward Island
- The majority (83%) planned to remain in their present job in the next 12 months; while 12 percent plan to look for another job and 3 percent plan to take full-time education/training in a trade related area
- Journeymen made a variety of comments concerning the apprenticeship system. Some very positive comments were made concerning the excellent quality of the course and excellent instruction. As well comments suggesting improvements were also made. For example, the need for upgrading courses, the over supply of

tradesmen and not enough jobs, the need for more time to be spent on practical work and low wages and problems getting money while on the six week training course.

INTRODUCTION

The following report presents the results of the 1984 Journeymen Follow-up Survey conducted by the Prince Edward Island Department of Industry in the summer of 1984. The data provides a statistical picture of those journeymen who received their certificate of qualification in 1980. A similar survey was conducted in 1983 for those journeymen who received their certificate of qualification between 1975 and 1979. Some comparisons will be made between the results of the 1983 and 1984 surveys.

Journeymen were asked to provide information on the following topics: age, education, pre-apprenticeship training, apprenticeship training, final examination for certificate of qualification, activity since receiving certificate of qualification and future plans.

Before discussing each of the above topics, it is important to discuss the methodology of the survey.

METHODOLOGY

Objectives:

The following objectives were identified, in order to ensure the questionnaire provided the desired results.

1. To determine how the apprenticeship program could be improved
2. to determine the labour market outcomes of tradesmen.

Population:

The list of Journeymen surveyed (those who received Certificates of Qualification in 1980) was obtained from the files of the PEI Department of Fisheries and Labour. Questionnaires were mailed to 147 tradespersons during the summer of 1984.

Questionnaire:

The questionnaire used in the 1984 survey was similar to the one used in the 1983 survey, therefore it was not necessary to complete a pre-test of the questionnaire. A copy of the questionnaire is contained in Appendix I.

Response Rate:

Questionnaires were mailed to 147 tradespersons; 98 returned the questionnaire, a response rate of 67%, which is a good response rate.

The following sections will summarize the results of the returned questionnaires (such as age, education). The first area of discussion will provide background information on the respondents.

BACKGROUND INFORMATION

Sex:

Of the 98 respondents to the 1984 survey 96 (98%) were male. In 1983, 99% of the respondents were male. In both years, the females who did respond were in the cooking trade.

Age:

Journeymen were also asked to indicate their year of birth which was then used to calculate their age at the time of the survey, the average age was 34. The youngest journeymen was 25 and the oldest 62. Table 1 shows the breakdown of journeymen by age for the 1984 survey.

TABLE 1

NUMBER OF JOURNEYMEN BY AGE AT THE TIME OF THE SURVEY

	1984 SURVEY	
AGE	NUMBER	PERCENTAGE
25-34	66	67.3
35-44	22	22.4
45-54	7	7.1
55-64	3	3.1
65+	0	0.0
TOTAL	98	

SOURCE: 1984 Journeymen Follow-up Survey Question 2
PEI Department of Industry

The majority of respondents in the 1984 survey were between 25 and 34 years old, (67.3%); similarly, the Labour Force Survey reported the highest percentage of persons in the Prince

Edward Island labour force in 1984 were between 25 and 34 years old (26.8%). Twenty-two percent were between 35 and 44 years old, while 7 percent were between 45 and 54 and 3 percent were between 55-64 years old.

Education:

Journeymen were also asked to indicate the highest level of education which they completed. Table 2 illustrates the number and percentage of journeymen by level of education.

TABLE 2

HIGHEST LEVEL OF EDUCATION COMPLETED BY JOURNEYMEN

EDUCATION LEVEL	NUMBER	PERCENTAGE
Grade 10 or less	29	29.6
Grade 11	14	14.3
Grade 12	34	34.7
Academic Upgrading	14	14.3
Some University	3	3.1
University Degree	2	2.0
Some Post-Secondary	1	1.0
Completed Post-Secondary	1	1.0
TOTAL	98	

SOURCE: 1984 Journeymen Follow-up Survey Question 3
PEI Department of Industry

The majority (43.9%) had not completed high school, nevertheless 35 percent had a Grade 12 education. Approximately 7 percent had some post-secondary education of which 2 (2%) had a

university degree. Fourteen percent of the journeymen had reported taking academic upgrading. Even though the provincial apprenticeship program requires a Grade 10 education for admission, 70% had more than the required education. In comparison to the level of education of journeymen in the 1983 survey, it appears journeymen are becoming more educated. The 1984 survey recorded 30 percent of the journeymen had Grade 10 or less, while the 1983 survey recorded 34 percent of the journeymen had Grade 10 or less. In the 1984 survey, 56 percent of the respondents had at least a high school education, while the 1983 survey reported 52 percent of the respondents had at least a Grade 12 education.

Location:

The addresses of the journeymen on file at the Department of Fisheries and Labour were coded. Table 3 shows the number of journeymen by location before and after the survey. The location before was based on the most recent address contained in the Department of Fisheries and Labour file, while the location after is based on any corrections supplied on the questionnaire by the journeymen. If no corrections were made it was assumed that the name and address had not changed from what was originally used from the files.

TABLE 3

LOCATION OF JOURNEYMEN

LOCATION	BEFORE	AFTER
Alberton	2	3
Borden	1	1
Charlottetown	26	26
Cornwall	5	5
Crapaud	2	2
Hunter River	5	5
Kensington	5	5
Kinkora	3	2
Miscouche	2	1
Montague	8	7
Morell	1	1
Mount Stewart	3	3
O'Leary	5	5
Parkdale	2	3
Sherwood	3	3
St. Eleanors	3	4
Summerside	8	9
Tignish	4	3
Tyne Valley	5	5
Wellington	3	3
Wilmot	2	2
Total	98	98

SOURCE: Location before based on the most recent Department of Fisheries and Labour address. Location after was based on corrections supplied by the journeymen, 1984 Journeymen Follow-up questionnaire.

As table 3 illustrates there has been very little change in residence of the journeymen. The first location is based on the most recent address available to the Department of Fisheries and Labour when the journeymen renewed their certificate of qualifications. For example, a journeymen may have moved several times since obtaining the certificate of qualification in 1980 but not since the time the certificate was renewed. This is probably the major reason for the consistency in location.

In 1983 a similar trend of consistency was found in the before and after location. However, the 1983 survey did report 3 percent (15 respondents) moved to another province after receiving their certificate. In 1984 there was no movement to outside the Province, nevertheless some intraprovincial movement did take place as Kinkora, Miscouche, Montague and Tignish lost one person each, while Alberton, Parkdale, St. Eleanors and Summerside each gained one person. Decreasing job opportunities in the rest of Canada may have discouraged journeymen from leaving Prince Edward Island in search of work.

Pre-Apprenticeship Training:

One of the objectives of the survey was to determine ways of improving the provincial apprenticeship system. As a result, journeymen were asked if they had taken a pre-apprenticeship course, and if so, specific questions concerning the course were asked in order to identify potential improvements.

It should be pointed out that there are two ways of obtaining a certificate of qualification. First, the individual can enroll in and complete the provincial apprenticeship program where a person is apprenticed with an employer. Also, an individual after working a number of years in the trade, could write an examination and be certified. Therefore, some of the questions on pre-apprenticeship or in-school training are not appropriate for individuals who received their certificate of qualification without enrolling in the provincial apprenticeship system.

Approximately 58 percent of the respondents in the 1984

survey had taken a pre-apprenticeship course. Those who had were asked specific questions about the course. Table 4 below summarizes the responses.

TABLE 4

RESPONSES TO QUESTIONS ON PRE-APPRENTICESHIP COURSE

	YES		NO	
QUESTION	#	%	#	%
Was the course helpful in finding an employer to take you on as an apprentice?	38	69.1	17	30.9
Did the course help you in the performance of your daily work activities?	54	96.4	2	3.6
Was the coverage of the trade theory adequate?	54	96.4	2	3.6
Was the amount of time spent in practical applications adequate?	37	66.1	19	33.9

SOURCE: 1984 Journeymen Follow-up Survey - Questions 4(b)-4(e)
PEI Department of Industry

Overall, the majority of journeymen were pleased with the course and its benefits. However, there were some concerns that the amount of time spent in practical applications was not adequate. This was also reflected in the pre-apprenticeship course improvement, where 13 tradespersons recommended more time be spent on the job training or practical work experience in the pre-apprenticeship course. Other recommendations for improvement were: better screening process, update training program, more theory, update textbooks. The main recommendation for improvement in the course was more practical work (shop time). However, a pre-apprenticeship course must strike a balance between theory and practical applications.

When comparing the 1983 and 1984 surveys one difference was in the decline in the percentage of respondents who thought the course was helpful in finding an employer to apprentice with. In 1983 86 percent found it helpful compared to 69 percent in 1984. The drop could be attributed to a decline in available employment opportunities.

Thus, overall, journeymen were supportive of the pre-apprenticeship course.

Pre-Apprenticeship Enrollment:

There are a number of different career routes for those wishing to become journeymen. For example, the individual leaving the school system could take a pre-apprenticeship course. However, the individual could be out of school for several years before taking the pre-apprenticeship course. Journeymen were

asked to indicate the amount of time elapsed between leaving the school system and enrolling in the pre-apprenticeship course.

Table 5 below presents the results from this question.

TABLE 5

AMOUNT OF TIME ELAPSED BETWEEN LEAVING THE SCHOOL SYSTEM AND ENROLLING IN THE PRE-APPRENTICESHIP COURSE

TIME ELAPSED	NUMBER	PERCENTAGE
0 Months	13	24.1
1-11 months	16	29.6
1 year	5	9.3
2 years	5	9.3
3 years	2	3.7
4 years	2	3.7
6-9 years	5	9.3
10 years or more	6	11.1
	54	100.1

SOURCE: 1984 Journeymen Follow-up Survey Question 4(f) Department of Industry

The majority (53.7%) of journeymen took the pre-apprenticeship course within a year of leaving the school system. Similarly, just over 53 percent of the journeymen surveyed in 1983 had taken their pre-apprenticeship course within a year.

However, in 1984 6 (11%) had been out of school 10 years or more before enrolling in the pre-apprenticeship course. By comparing the percentages from the 1983 and 1984 surveys, one can

see, journeymen are moving towards taking their pre-apprenticeship course a number of years after leaving the school system; in the 1983 survey 15% of the journeymen had reported taking their pre-apprenticeship course six years or more after leaving the school system, while the 1984 survey recorded 20.4 percent. This increase may be a conscious decision of the students or it may indicate the need for more vocational counselling available to students while enrolled in the school system. This counselling would familiarize the students with available training and education options, which may result in a decline in the amount of time elapsed between leaving the school system and enrolling in the pre-apprenticeship course. Economic conditions may also be a factor, as students may decide to work for a number of years before taking a pre-apprenticeship course, if job prospects do not look good in the area they wish to enroll in, as a result they may wait a number of years until economic conditions improve. Journeymen were asked "How much time elapsed between when you completed the pre-apprenticeship course and when you secured employment in the trade?" in order to determine their success in finding employment in the trade. The graduates were extremely successful in obtaining employment. The majority (64%) found employment immediately after the course, in fact 85% found employment in the trade within six months. The remaining journeymen found employment in the trade 7-11 months (7.5%), 1-2 years (3.8%) and 3 or more years (3.8%), upon completion of the course. However, 1984 graduates had a more difficult time

securing employment, as 92 percent of the journeymen in the 1983 survey found employment in the trade within six months compared to 85 percent in the 1984 survey. The difference may be explained by the fact some journeymen in the 1983 report would have been seeking employment during the 1970's when the construction industry was experiencing a boom due to school construction and other Development Plan construction.

After completing the pre-apprenticeship course, some chose to enrol in the apprenticeship training program.

Apprenticeship Traininig:

Journeymen were asked to indicate whether or not they had completed the apprenticeship program administered by the PEI Department of Labour. As well, specific questions were also asked as to the aspects of training both in-school and on-the-job. In-school training refers to that portion of the apprenticeship training which is spent in the classroom. the apprenticeship program requires that a specified period of time during each year of the apprenticeship program is to be spent in the classroom.

The majority (61%) of the journeymen had completed the apprenticeship program compared to 47% of the journeymen in the 1983 survey. The remaining journeymen (39%) in the 1984 survey obtained their certificate of qualification without enrolling in the apprenticeship program. Journeymen over 21 years of age who have worked in the trade for the required number of years (the required number of years may vary from one trade to another) can qualify to write their final examination for certificate of

qualification without taking the apprenticeship program.

In order to identify potential areas for improvement in in-school training journeymen were asked to assess the training.

In-School Training:

Six categories were used to assess the in-school training for those journeymen who had completed the apprenticeship program.

Table 6 below presents the results of the journeymen's perception of the in-school training.

TABLE 6

JOURNEYMEN'S PERCEPTION OF THE IN-SCHOOL TRAINING

ASPECTS	TOTAL RESPONDENTS	HIGHLY INADEQ.	INADEQ.	ADEQUATE	HIGHLY ADEQUATE
Course Content in relation to job requirements	58	0 (0.0)	5 (8.6)	48 (82.8)	5 (8.6)
Amount of Shop Time	54	5 (9.3)	17 (31.5)	28 (51.9)	4 (7.4)
Quality of Shop equipment	53	2 (3.8)	11 (20.8)	24 (45.3)	16 (30.2)
Quantity of shop equipment	53	3 (5.7)	12 (22.6)	26 (49.1)	12 (22.6)
Overall Quality of Instruction	57	0 (0)	2 (3.5)	35 (61.4)	20 (35.1)
Overall, in-school Training	55	0 (0)	2 (3.6)	46 (83.6)	7 (12.7)

NOTE: Percentages in brackets.

SOURCE: 1984 Journeymen Follow-up Survey Question 6(a) to 6(f)
Department of Industry

It is apparent from Table 6 that overall the majority of the journeymen who took the apprenticeship program found the in-school training at least adequate. Only 9% thought that the course content was not adequate in relation to job requirements. However, 41 percent thought the amount of shop time was less than adequate (inadequate or highly inadequate). In particular, journeymen who were mechanics (33%), electrical power linesmen (80%) and construction electricians (67%) were dissatisfied with the amount of shop time. This concern was also expressed in the 1983 survey when 35 percent of the journeymen felt the shop time was not adequate. The need for more shop time could be the result of two different factors. First there is a genuine need for more shop time. Second, journeymen accustomed to working on the job, suggest that in-school training should focus more on the practical aspect and less on the theory. It is difficult to determine whether there is, in fact, a need for more on-the-job training or whether journeymen prefer practical to theoretical work.

Some journeymen did not think the quality (25%) or the quantity (28%) of equipment was adequate in the in-school training. Electrical power linesmen (100%) did not think the quality of shop equipment was adequate, while construction electricians (50%) did not think the quantity of shop equipment was adequate.

The quality of instruction was considered adequate by 96% of the journeymen. Similarly, the overall satisfaction with the in-school training was very high at 96%. In general, the

journeymen were very satisfied with the course content, the quality of instruction as well as the overall in-school training.

The journeymen were also asked to provide other comments on their in-school training. The major recommendation was for improvement in the amount of time spent in the shop, as 35 percent of the journeymen commented there was not enough shop time. However, the purpose of in-school training is to instruct apprentices in various theoretical aspects of the trade. Thus, any change in the mix between theory and practice must ensure apprentices are thoroughly familiar with the theoretical principles.

On-the-Job Training:

Journeymen who took the apprenticeship program were also asked to indicate whether they were satisfied with the on-the-job portion of their training. Table 7 illustrates the results from this question.

TABLE 7

JOURNEYMEN'S PERCEPTION OF THE ON-THE-JOB TRAINING

ASPECTS	TOTAL RES-PONDENTS	HIGHLY INADEQ.	INADEQ.	ADEQUATE	HIGHLY ADEQUATE
Variety of work	57	2 (3.5)	8(14.0)	35 (61.4)	12 (21.1)
On-the-job training wages	55	5 (9.1)	10(18.2)	38 (69.1)	2 (3.6)
Length of Apprenticeship term	56	1 (1.8)	1 (1.8)	46 (82.1)	8 (14.3)
Quality of instruction provided by your foreman	57	3 (5.3)	6(10.5)	35 (61.4)	13 (22.8)
Overall on-the-job Training	55	3 (5.5)	5 (9.1)	39 (70.9)	8 (14.5)

NOTE: Percentages in brackets

SOURCE: 1984 Journeymen Follow-up Survey Question 6(a) to 6(f)
PEI Department of Industry

The results show that journeymen for the most part found their on-the-job training adequate.

However, concern was expressed by 27% of the journeymen that on-the-job training wages were not adequate. The majority of the journeymen expressing this concern were mechanics and

construction electricians.

In summary, journeymen gave positive feedback, as over 80% of the journeymen stated that the variety of work, the quality of the foreman instruction and the overall on-the-job training was adequate. As well, over 96% indicated the length of the apprenticeship term was adequate.

The journeymen were also asked to provide other comments on their on-the-job training. Some of the most common comments were: it was a valuable learning experinece and more time should be spent in the field. Clearly, journeymen were satisfied with their on-the-job training. The issue of final examinations was also explored with the journeymen.

Final Examination for Certificate of Qualification:

In order to be issued a certificate of qualification journeymen are required to take a final examination. Journeymen were asked to provide their opinions on the examination. The majority (86%) thought their examination covered all important aspects of the trade. Nevertheless, 14 percent did not think the exam covered all important aspects of the trade and suggested the following aspects should be considered.

1. Mechanics thought the exams should include some basic diesel engine fuel systems
2. Electricians concluded there should be more time spent on industrial wiring and the change to electronics
3. The exams were thought in some instances to be out of date.

All journeymen were asked to provide comments (such as content, wording or difficulty of questions) on the final examination. There were a variety of comments. Some (9) had problems with the wording, while others (7) thought the exam was clear and fair. Three thought there should be more Prince Edward Island work related questions. As well, three felt there was more than one correct answer to the question, and two felt the exam included areas that were not taught.

In summary, the journeymen were making the recommendation to update and revise the exams by checking the wording of the questions, include more Prince Edward Island work related questions and check the questions as there was more than one correct answer. Upon receiving their certificate of qualifications, some journeymen are faced with the prospects of obtaining employment.

ACTIVITY SINCE RECEIVING CERTIFICATE OF QUALIFICATION

One of the objectives of the Journeymen Follow-up Survey was to determine the labour market outcomes of the journeymen. In order to assess the success in obtaining employment, journeymen were asked "In the past five years, on the average, how many months of the year have you been employed?"

On average, journeymen were employed 10.1 months per year. Given the seasonal nature of the Island economy this is very encouraging. Table 8 provides the average number of months of employment during the past five years.

TABLE 8

AVERAGE NUMBER OF MONTHS OF EMPLOYMENT DURING THE PAST FIVE YEARS

NUMBER OF MONTHS	NUMBER	PERCENTAGE	CUMULATIVE %
1 month	1	1.0	1.0
2 months	0	0.0	1.0
3 months	2	2.1	3.1
4 months	3	3.1	6.2
5 months	3	3.1	9.3
6 months	4	4.1	13.4
7 months	1	1.0	14.4
8 months	10	10.3	24.7
9 months	3	3.1	27.8
10 months	12	12.4	40.2
11 months	7	7.2	47.4
12 months	51	52.6	100.0
TOTAL	97	100.0	100.0

SOURCE: 1984 Journeymen Follow-up Survey. Question 9, PEI Department of Industry

The majority (53%) worked all year. Over 75 percent worked for nine months or more. Only 9% worked less than six months per year. In total 91% were employed on average for six months or more during the past five years. Thus, even with a seasonal construction industry, over half of the journeymen were

able to obtain year round employment. At the time of the survey the present employment status of the journeymen was also considered.

PRESENT EMPLOYMENT STATUS

During the summer of 1984, 11% of the journeymen were unemployed. Of the 98 journeymen surveyed 100% were in the labour force (defined as working or seeking work) and 87 (89%) were employed.

Employment

Those who were employed were asked if they were self-employed or employed with a firm. Approximately 28% of those employed indicated they were self-employed. One out of every four journeymen were self-employed. Thus some tradesmen were entrepreneurs, establishing their own business.

OCCUPATION

Journeymen who were employed were asked to indicate their current occupation and to describe their duties. The described duties were used to help categorize the journeymen by occupational classifications. Table nine presents the occupations of the employed journeymen.

TABLE 9

OCCUPATIONS OF EMPLOYED JOURNEYMEN

CODE - DESCRIPTION	NUMBER	PERCENTAGE
1174 - Personnel and Related officers	1	1.1
6121 - Chefs and Cooks	3	3.4
6190 - Supervisors; Other Service Occupations	1	1.1
8238 - Labouring; Wood Processing	1	1.1
8313 - Machinist	1	1.1
8533 - Electrical and Related	1	1.1
8537 - Radio and Television Repairers	1	1.1
8541 - Cabinet and Wood Furniture Makers	1	1.1
8581 - Motor Vehicle Mechanics	20	23 0
8584 - Industrial, Farm & Construction Mechan.	1	1.1
8588 - Precision Instrument Mechanics	1	1.1
8719 - Excavating, Grading, Paving & Related	1	1.1
8731 - Electrical Power Line Workers	4	4.6
8733 - Construction Electricians	12	13.8
8781 - Carpenters and Related	23	26.4
8786 - Insulating Occupations, Construction	1	1.1
8791 - Pipefitting, Plumbing and Related	5	5.7
8798 - Labouring; Other Construction Trades	1	1.1
8799 - Other Construction Trades	7	8.0
9175 - Truck Drivers	1	1.1
TOTAL	87	

SOURCE: 1984 Journeymen Follow-up Survey - Question 10(a)
PEI Department of Industry

Table 9 illustrates journeymen have obtained employment in a variety of occupations. The majority of the journeymen who were employed were: carpenters (26.4%), motor vehicle mechanics (23%) and construction electricians (13.8%). Nevertheless, it is difficult to determine if all occupations are trade related. Since journeymen are in the best position to determine if their job is trade related, the following question was asked, "Is this job related to the trade you were certified in?"

The results are extremely encouraging, as 91% indicated they were in an occupation directly related to their trade. As well, 5% indicated their job was indirectly related to their trade. Only 5% indicated they were employed in a job, not at all related to their trade.

For those in a job not related to their trade, one person said it was because he/she could not find a trade related job and another person said he/she could earn more money at other work.

Journeymen were also asked to indicate the industry they were employed in and the length of time in their present job.

INDUSTRY

Journeymen were asked to provide the name of their employer and the type of industry. These were then used to code the industry using the 1980 Standard Industrial Classification.

Table 10 presents the type of industries the journeymen were employed in.

TABLE 10

INDUSTRY OF EMPLOYED JOURNEYMEN

CODE - DESCRIPTION	NUMBER	PERCENTAGE
011 - Livestock Farm	1	1.1
103 - Fruit and Vegetable Industries	3	3.4
334 - Record Player, Radio & T.V. Receiver	1	1.1
361 - Refined Petroleum Products Industries	1	1.1
401 - Residential Building and Development	18	20.7
412 - Highway and Heavy Construction	7	8.0
424 - Plumbing, Heating and Air Conditioning	9	10.3
425 - Mechanical Specialty Work	1	1.1
426 - Electrical Work	5	5.7
427 - Interior Finish Work	1	1.1
456 - Truck Transport Industries	1	1.1
491 - Electrical Power Systems	1	1.1
522 - Beverages, Wholesale	1	1.1
571 - Farm Machinery & Equipment, Wholesale	2	2.3
593 - Agricultural Supplies, Wholesale	1	1.1
631 - Automobile Dealers	3	3.4
632 - Recreational Vehicle Dealers	1	1.1
633 - Gasoline Service Stations	2	2.3
634 - Automotive Parts and Accessories Stores	3	3.4
635 - Motor Vehicle Repair Shops	9	10.3
811 - Defense Services	4	4.6
813 - Labour, Employment & Immigration Services	4	4.6
817 - Economic Services Administration - Federal	1	1.1
827 - Economic Services Administration - Provincial	1	1.1
861 - Hospitals	3	3.4
921 - Food Services	1	1.1
972 - Laundries and Cleaners	1	1.1
981 - Religious Organizations	1	1.1
TOTAL	87	

SOURCE: 1984 Journeymen Follow-up Survey - Question 10(b) Section A
PEI DEPARTMENT OF INDUSTRY

Clearly, journeymen are employed in various industries. Table 10 provides a list of various industries where a journeymen can be employed, for example, the construction industry, automotive parts and service industry, government, manufacturing industry, wholesale trade industry and hospitals.

Approximately 47 percent of the journeymen employed were in the construction industry, which is not unusual. As well 21 percent were employed in motor vehicle repair related industries, 11 percent in government (includes both Federal and Provincial), 6 percent in manufacturing industries and 3 percent in hospitals.

For those planning a future career as a journeymen, tables 9 and 10 identify the variety of occupations and industries where a journeymen may be employed.

Journeymen were asked to indicate if their present employer was the one with whom they were apprenticed. Approximately 42 % percent of the journeymen were employed with the same employer with whom they had completed their apprenticeship training four years earlier. Therefore some employers have trained as well as retrained their journeymen.

JOB TENURE

Journeymen were asked to indicate how long they had been in their present job. Approximately 45% had been in their job for more than seven years. As a matter of fact, 84% had been in their job for more than one year. This is the same figure recorded for the 1983 survey. These figures differ from the job tenure

estimates generated by the 1981 Employers Survey (a survey of private sector employees conducted by the PEI Department of Labour providing data on approximately 10,000 employees).

Table 11 presents the results on job tenure from the 1983 and 1984 Journeymen Follow-up Surveys as well as the 1981 Employers Survey.

TABLE 11

JOB TENURE OF JOURNEYMEN COMPARED TO ESTIMATES FROM THE 1981 PEI EMPLOYERS SURVEY

TENURE	1983 JOURNEYMEN FOLLOW-UP SURVEY		1984 JOURNEYMEN FOLLOW-UP SURVEY		1981 PEI EMPOYERS SURVEY	
	NUMBER	PERCENTAGE	NUMBER	PERCENTAGE	NUMBER	PERCENTAGE
Less than 1 year	58	16.2	14	16.5	2,162	22.6
1 - 3 Years	69	19.2	19	22.4	3,388	35.4
4 - 6 years	82	22.8	14	16.5	1,581	16.5
7 years or more	150	41.8	38	44.7	2,450	25.6
TOTAL	359	100.0	85	100.1	9,581	100.0

NOTE: Percentages may not add to 100 due to rounding

SOURCE: 1981 PEI Employers Survey, 1983 and 1984 Journeymen Follow-up Surveys

Table 11 clearly illustrates, journeymen stay at the same job for longer periods of time. For example, 42 percent of the journeymen in the 1983 survey and 45 percent in the 1984 survey were in their jobs for seven years or more, compared to 26 percent of those employees in the 1981 Employers survey. This could be attributed to the high percentage (42%) of journeymen who were with the same employer with whom they apprenticed.

JOB STATUS

Journeymen were asked, "Is this a permanent year-round job" in order to determine the number who were employed for only part of a year. Approximately three out of every four journeymen (74%) were employed in a permanent year-round job, while 26% were employed on a part-year basis. Once again this data can be compared with the 1983 Journeymen Follow-up Survey as well as the 1981 Employers Survey. The 1983 Journeymen Follow-up Survey results were very similar to the 1984 results as 75 percent of the journeymen in the 1983 survey were employed year round and 25 percent were working part-year. According to the 1981 Employers Survey, 71 percent were working full year and 29 percent worked part year. Therefore, journeymen were more likely to be working year round compared to other employees.

UNEMPLOYMENT

Journeymen who indicated they were unemployed at the time of the survey were asked to indicate the number of months they had been unemployed. On average journeymen were unemployed for six months. Seven of the eight journeymen who responded, indicated they were unemployed for less than one year, while one journeymen was unemployed formore than one year.

None of the unemployed journeymen had a job to start at a definite date in the future.

Those who reported they were unemployed were also asked, "If you cannot find a trade related job locally, which of the

following would you like to do? The results indicate most (75%) would look for any job on Prince Edward Island, while the remaining 25 percent indicated they would look for a trade related job outside the Province. The third possible response, look for any job outside the Province, was not selected. Thus, the majority preferred to remain in the Province, to seek employment (either trade or in trade related) as opposed to seeking a trade related job outside the Province.

FUTURE PLANS

All journeymen were asked what their future plans are in the next 12 months. The majority (83%) planned to remain in their present job, while 12 percent were going to look for another job. Approximately 3 percent specified they planned to take full-time education/training in a trade related area, while the remaining two percent specified "other" plans.

In summary, the majority intended to remain in their present job which is not surprising given the economic situation in the mid 1980's.

COMMENTS

Journeymen were asked to provide any comments they might have concerning the apprenticeship training or employment experiences. A number of journeymen provided comments on the trade as well as employment experiences.

There were some very positive comments about the apprenticeship training system, as journeymen commented on the

excellent quality of the course and excellent instruction. As well the many other comments section gave journeymen the opportunity to provide information on areas needing improvements.

One frequent comment made was the need for upgrading courses in order to keep abreast of new technologies as well as new techniques. However, some upgrading courses, in the past have had to be cancelled because of lack of participants. Therefore, it is necessary to examine further how to encourage more journeymen to take advantage of upgrading courses. The importance of these courses must also be stressed.

As well, there were comments on employment opportunities. There were suggestions that there was not enough jobs for all tradesmen currently in the trade and other people entering the trade should be informed of the current conditions.

Comments were also made concerning the need for more time to be spent on practical work. As well comments were made concerning the low wages and problems with being paid during the six week training course.

In summary, journeymen provided very useful comments which can be taken into consideration.

TRAINING IMPLICATIONS

The results of this survey identify several implications for training.

Present training courses should be reviewed to determine if there is a need for more shop time during the in-school

training as 41 percent of the journeymen who responded to this question thought the amount of shop time was less than adequate.

There is a need to examine ways to encourage journeymen to take upgrading courses. With the increase in new technology, it is important for journeymen to keep informed of new technologies and techniques within their trade.

Training levels should be assessed very carefully to ensure there is not a surplus of journeymen in a given trade. Current economic conditions as well as projected conditions must also be considered when assessing the labour market supply and demand.

The age distribution in the various trades can also be used in determining training needs. If there is a large percentage of journeymen reaching the age of retirement, then more journeymen will have to be trained in order to retain the present supply level. The age distribution of the journeymen in the 1984 survey showed only 5 (51%) of the 98 journeymen were between 55 and 64 years of age by 1986, and there was no journeymen over 65. As well, the 1983 survey recorded 30 journeymen between 55 and 64 years of age by 1986, and 8 journeymen 65 years and over. Although these results represent only a portion of the journeymen (those who received their certificate of qualifications between 1975-1980) currently in the trades, there are no training implications based on the number of journeymen about to retire.

CONCLUSION

Overall, journeymen were very satisfied with the apprenticeship training. The employment outcomes of the journeymen were very favourable, with 87 percent being employed at the time of the survey. As well, the majority who were employed, were employed at a job directly or indirectly related to their trade. In addition, 83 percent of the journeymen planned to remain in their present job in the next 12 months.

Although, the journeymen were very pleased with the apprenticeship training and the final examination; nevertheless, they have made some recommendations for improvement in these areas. More shoptime, the quality and quantity of equipment, inadequate on-the-job training wages and the need to update the final examinations were the main areas of concern.

Journeymen also made some recommendations for improvements based on both their training and work experience. The main recommendations are: a) to provide upgrading courses, b) to review the existing supply of tradespersons in the labour force to ensure an adequate but not an oversupply and c) to allow more time to be spent on practical work during in-school training.

JOURNEYMAN FOLLOW-UP SURVEY

CONFIDENTIAL

All responses will be kept strictly confidential. At no time will your name be revealed.

OFFICE CODING ONLY

ID ☐☐☐ 002

LOCP ☐☐ 003

LOCA ☐☐ 004

If necessary, please correct the name and address below:

_____

_____

_____

BACKGROUND INFORMATION (Please check the appropriate box or fill in the blank)

1. SEX ☐, Male ☐, Female 005

YEAR OF BIRTH 19____ (Year) 006

3. Please check the highest level of education you have completed. (Check one only)

☐, Grade 10 or less
☐, Grade 11 (vocational or academic)
☐, Grade 12 (vocational or academic)
☐, Academic upgrading (Grade 12 equivalency)
☐, Some University
☐, University degree
☐, Some post-secondary
☐, Completed post-secondary
☐, Other: Please specify

_____

_____ 007

PRE-APPRENTICESHIP

(a) Did you complete a pre-apprenticeship course in the trade you are certified in? (High School or Manpower sponsored)

☐, Yes ☐, No 008
(If no, go to QUESTION 5, Page 2)

(b) Was the course helpful in finding an employer to take you on as an apprentice?

☐, Yes ☐, No 009

(c) Did the course help you in the performance of your daily work activities?

☐, Yes ☐, No 010

(d) Was the coverage of the trade theory adequate?

☐, Yes ☐, No 011

OFFICE CODING ONLY

(e) Was the amount of time spent in practical applications adequate?

☐, Yes ☐, No 012

(f) How much time elapsed between when you LEFT the school system and when you ENROLLED in the pre-apprenticeship course?

☐, 0 months ☐, 4 years
☐, 1 - 11 months ☐, 5 years
☐, 1 year ☐, 6 - 9 years
☐, 2 years ☐, 10 years or more
☐, 3 years 013

(g) How much time elapsed between when you COMPLETED the pre-apprenticeship course and when you secured employment in the trade?

☐, 0 months ☐, 7 - 11 months
☐, 1 - 3 months ☐, 1 - 2 years
☐, 4 - 6 months ☐, 3 or more years 014

(h) How could the pre-apprenticeship course be improved?

_____

_____

_____

CIMP ☐☐ 015

APPRENTICESHIP TRAINING

5. Did you complete the Apprenticeship Program administered by the Department of Labour?

☐, Yes ☐, No 016
If no, go to QUESTION 8

6. The following questions pertain to all of the in-school portions of your apprenticeship training.
Select the number of EACH item which describes how you feel about your training course, and place the number in the box to your right.

HIGHLY INADEQUATE	INADEQUATE	ADEQUATE	HIGHLY ADEQUATE
1	2	3	4

(a) The course content in relation to job requirements was ..... ☐ 017
(b) The amount of shop time was ..... ☐ 018
(c) The QUALITY of shop equipment was ..... ☐ 019
(d) The QUANTITY of shop equipment was ..... ☐ 020
(e) Overall quality of instruction was ..... ☐ 021
(f) Overall, the in-school training was ..... ☐ 022

(g) Do you have any other comments on your IN-SCHOOL training?

_____

_____

_____

_____

INSCOMP ☐ 023

OFFICE CODING ONLY

7. The following questions pertain to all of the on-the-job portions of your apprenticeship training.
Select the number of EACH item which describes how you feel about your training course, and place the number in the box to your right.

HIGHLY INADEQUATE	INADEQUATE	ADEQUATE	HIGHLY ADEQUATE
1	2	3	4

(a) The variety of work was ..... ☐ 024

(b) The wages during on-the-job training were ..... ☐ 025

(c) The length of the apprenticeship term was ..... ☐ 026

(d) The quality of instruction provided by your foreman was ..... ☐ 027

(e) Overall, the on-the-job training was ..... ☐ 028

(f) Do you have any other comments about your ON-THE-JOB training?

_____

_____

_____

_____

OJTC ☐ 029

FINAL EXAMINATION FOR CERTIFICATE OF QUALIFICATION

8. (a) Did the final examination cover all the important aspects of the trade?

☐, Yes Go to 8(c) ☐, No 030

(b) If NO, which aspects should be included?

_____

_____

_____

ASP ☐☐ 031

(c) Do you have any other comments concerning the final examination (such as content, wording, or difficulty)?

_____

_____

_____

_____

_____

_____

FIN ☐ 032

ACTIVITY SINCE RECEIVING CERTIFICATE OF QUALIFICATION

9. In the past five years, on the average, how many months of the year have you been employed?

☐, 1 month ☐, 4 months ☐, 7 months ☐, 10 months

☐, 2 months ☐, 5 months ☐, 8 months ☐, 11 months

☐, 3 months ☐, 6 months ☐, 9 months ☐, 12 months 033

OFFICE CODING ONLY

10. Please check the box which indicates your present status (i.e. employed, self-employed, unemployed, other) and proceed to the appropriate section.

☐, EMPLOYED with a firm (Go to Section A)

☐, UNEMPLOYED (Go to Section B, Page 5)

☐, SELF-EMPLOYED (Go to Section A)

☐, OTHER (Go to Section C, Page 5) 034

SECTION A: EMPLOYED/SELF-EMPLOYED

(a) Occupation/trade _____ OCC ☐☐☐☐ 03

(b) Duties _____ SIC ☐☐☐ 03

(c) Name of firm _____

(d) Type of industry _____

(e) Is this the same employer that you apprenticed with?

☐, Yes ☐, No ☐, Not applicable 037

(f) How long have you been in your present job?

☐, Less than one year ☐, 4 to 6 years

☐, 1 to 3 years ☐, more than 7 years 038

(g) Is this a permanent year round job?

☐, Yes ☐, No 039

(h) Is this job related to the trade you were certified in?

☐, DIRECTLY (Go to Question 11)

☐, INDIRECTLY (Go to Question 11)

☐, NOT AT ALL 040

(i) If your job is not related to your trade what is the MAIN reason?

☐, I looked but could not find a trade related job

☐, I could earn more money at other work

☐, Other, please specify: 041

_____

_____

_____

GO TO QUESTION 11, PAGE 5

SECTION B: UNEMPLOYED

(a) How many months have you been unemployed?

☐, 1 month ☐, 4 months ☐, 7 months ☐, 10 months

☐, 2 months ☐, 5 months ☐, 8 months ☐, 11 months

☐, 3 months ☐, 6 months ☐, 9 months ☐, 12 months

☐, 13 months or more 042

OFFICE CODING ONLY

(b) Do you have a job to start at a definite date in the future?

☐, Yes ☐, No 043

(c) If you cannot find a trade related job locally, which of the following would you likely do?

☐, look for any job on Prince Edward Island

☐, look for a trade related job outside the province

☐, look for any job outside the province 044

Any comments _____

_____

_____

COM ☐ 045

GO TO QUESTION 11

SECTION C: OTHER

OTH ☐ 046

Please specify _____

_____

FUTURE PLANS

11. What do you intend to do in the next 12 months?

☐, remain in present job

☐, look for another job

☐, take full-time education/training in TRADE RELATED area

☐, take full-time education/training in an area UNRELATED to my trade

☐, Other, please specify:

_____

_____ 047

12. If you have any additional comments relating to your apprenticeship training and employment experiences, please indicate them here:

COM ☐ 048

_____

_____

_____

_____

_____

_____

_____

_____

_____

13. Are you interested in receiving a copy of the survey results?

☐, Yes ☐, No 049

THANK YOU FOR YOUR CO-OPERATION AND ASSISTANCE!